

## FAIR WAGE SCHEDULE

**2016 - 2019**

### Utility Work

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Labourers: (unskilled)	May 1/16	\$36.20	10%	\$12.10	50
	May 1/17	\$36.75		\$12.65	
	May 1/18	\$37.29		\$13.20	
Powderperson Helper	May 1/16	\$36.25	10%	\$12.10	40
	May 1/17	\$36.79		\$12.65	
	May 1/18	\$37.34		\$13.20	
Labourers (semi-skilled) strippers, scootcrete and calf dozer, driver, portable compressor, small mixer and pump person (4" discharge and under), groutperson, mortar person, job site storeperson and lumber yard attendant, farm tractor driver	May 1/16	\$36.29	10%	\$12.10	40
	May 1/17	\$36.84		\$12.65	
	May 1/18	\$37.38		\$13.20	
Labourers: pipelayers (excluding conduit), jack hammer operator, air auger person, form setters, concrete finishers	May 1/16	\$36.36	10%	\$12.10	40
	May 1/17	\$36.91		\$12.65	
	May 1/18	\$37.46		\$13.20	
Labourers: drillers (all types), wagon drills, etc., powderperson	May 1/16	\$36.39	10%	\$12.10	40
	May 1/17	\$36.94		\$12.65	
	May 1/18	\$37.48		\$13.20	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Labourers: carpenters, lineperson, float driver, truck driver (over ¾ ton)	May 1/16	\$36.71		\$12.10	40
	May 1/17	\$37.25		\$12.65	
	May 1/18	\$37.80	10%	\$13.20	
AZ/DZ Drivers	May 1/16	\$37.15		\$12.10	40
	May 1/17	\$37.69		\$12.65	
	May 1/18	\$38.24	10%	\$13.20	
Labourers: tunnel workers where tunnel is in excess of ten feet in length, excluding shallow tree tunnels	May 1/16	\$37.19		\$12.10	40
	May 1/17	\$37.74		\$12.65	
	May 1/18	\$38.28	10%	\$13.20	
Tunnel Worker	May 1/16	\$38.55		\$12.10	40
	May 1/17	\$39.33		\$12.65	
	May 1/18	\$39.87	10%	\$13.20	
Working Foreperson	May 1/16	\$38.55		\$12.10	40
	May 1/17	\$39.33		\$12.65	
	May 1/18	\$39.87	10%	\$13.20	
Flagperson	May 1/16	\$28.34			40
	May 1/17	\$28.88			
	May 1/18	\$29.43	10%		
Watchperson	May 1/16	\$27.09			40
	May 1/17	\$27.64			
	May 1/18	\$28.18	10%		
<b><u>OPERATING ENGINEERS</u></b>					
1 A) Engineers operating cranes including, but not limited to, self-erecting cranes, boom trucks (over 8 tons), backhoes (excavator), hydraulic or cable type side booms, gradalls and similar equipment	May 1/16	\$39.37			50
	May 1/17	\$40.30			
	May 1/18	\$41.22			
1 B) Grade "A" and fine grade bulldozer operator	May 1/16	\$31.49			50
	May 1/17	\$32.24			
	May 1/18	\$32.98	10%		

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2 A) Mechanics & welders (on site), operators of bulldozers D4 and over, front-end loaders, 1cu. yd. and over, industrial type backhoes with excavation attachments (rubber tire backhoe), trenching machines over Davis 300 and similar equipment to foregoing hydraulic excavating machine	May 1/16	\$38.90	10%	\$12.60	50
	May 1/17	\$39.85		\$12.83	
	May 1/18	\$40.75		\$13.07	
2 B) Second Year Oilers, greasers, mechanics' helper	May 1/16	\$30.99	10%	\$12.60	50
	May 1/17	\$31.74		\$12.83	
	May 1/18	\$32.48		\$13.07	
3 A) Operators of: bulldozers, under D4, well points and all types of dewatering systems, 6" discharge and over, front-end loaders under 1 cu. yd., augers & boring equipment other than air activated under 8" (save as excluded in memorandum between I.U.O.E., & Labourers' International Union)	May 1/16	\$38.69	10%	\$12.60	50
	May 1/17	\$39.62		\$12.83	
	May 1/18	\$40.54		\$13.07	
3 B) First Year Oilers, greasers, mechanics' helper	May 1/16	\$30.79	10%	\$12.60	50
	May 1/17	\$31.54		\$12.83	
	May 1/18	\$32.28		\$13.07	
4 A) Shop and standby time	May 1/16	\$38.54	10%	\$12.60	50
	May 1/17	\$39.46		\$12.83	
	May 1/18	\$40.38		\$13.07	
Hydro Air Excavator Tradesperson	May 1/16	\$34.26	10%	\$8.84	50
Straight Vac Tradesperson	May 1/17	\$35.22		\$9.09	
	May 1/18	\$36.09		\$9.33	
Helper (90% of tradesperson)	May 1/16	\$30.83	10%	\$8.84	50
	May 1/17	\$31.70		\$9.09	
	May 1/18	\$32.78		\$9.33	

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Trainee (75% of tradesperson)	May 1/16	\$25.70	10%	\$8.84	50
	May 1/17	\$26.42		\$9.09	
	May 1/18	\$27.07		\$9.33	
<b><u>TELECOMMUNICATION WORK</u></b>					
Telecommunication Operator	May 1/16	\$32.06	10%	\$12.28	50
	May 1/17	\$32.77		\$12.50	
	May 1/18	\$33.48		\$12.72	
2001 to 3000 hours Telecommunication Operator 90% Telecommunication Operator	May 1/16	\$28.22	10%	\$4.60	40
	May 1/17	\$28.88		\$4.77	
	May 1/18	\$29.55		\$4.94	
1001 to 2000 hours Telecommunication Operator 85% Telecommunication Operator	May 1/16	\$26.65	10%	\$4.60	40
	May 1/17	\$27.27		\$4.77	
	May 1/18	\$27.89		\$4.94	
0 to 1000 hours Telecommunication Operator 75% Telecommunication Operator	May 1/16	\$23.64	10%	\$4.60	40
	May 1/17	\$24.16		\$4.77	
	May 1/18	\$24.69		\$4.94	

\*\* Trainees shall be employed at a percentage of the applicable journeyman rate as follows:

First 1500 hours = 75%

Second 1500 hours = 90%

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<b><u>DRIVERS</u></b>	Dec. 18/13	\$37.25	10%	\$10.80	40
Lowbeds, and bed tandems	May 1/14	\$38.34		\$11.15	
	May 1/15	\$39.47		\$11.50	
Semi-trailers, pole trailers, stringing trucks, and tree farmers	Dec. 18/13	\$37.05	10%	\$10.80	40
	May 1/14	\$38.14		\$11.15	
	May 1/15	\$39.26		\$11.50	
Track trucks (transportation), winch truck, A-frame or hoist equipment truck (transportation), dump trucks over 8 yards	Dec. 18/13	\$36.80	10%	\$10.80	40
	May 1/14	\$37.88		\$11.15	
	May 1/15	\$39.01		\$11.50	

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Fuel trucks, warehouse man (where applicable), vacuum trucks or small equipment	Dec. 18/13 May 1/14 May 1/15	\$36.66 \$37.74 \$38.85	10%	\$10.80 \$11.15 \$11.50	40
Flat beds, supply trucks, buses (where applicable), farm type tractors (transportation, material hauling), forklifts (in warehouse areas), dump trucks 8 yards & over	Dec. 18/13 May 1/14 May 1/15	\$36.41 \$37.48 \$38.59	10%	\$10.80 \$11.15 \$11.50	40

\* **FRINGE BENEFITS:** "Fringe Benefits" shall include such benefits as company pension plans, apprenticeship training, extended health care benefits, dental and prescription drugs, etc. It does **NOT** include payroll burden deductions such as C.P.P., E.H.T., W.S.I.B., E.I.C., etc.

\* **VACATION AND HOLIDAY PAY:** 10% of the hourly rate.

For contractors that do not offer "fringe benefits" to their workers, the fringe benefits hourly rate shall be added to the hourly or weekly rate as shown above.

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